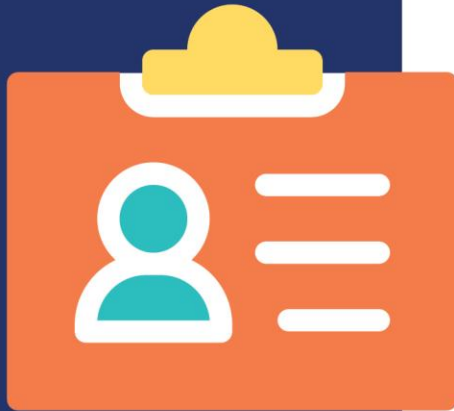




DEPARTMENT OF  
**WORKFORCE  
SERVICES**



# Employee

## RETENTION ISSUES AND COMPENSATION



# Employee Retention Strategies●

## Rural Hiring

- Current Totals
  - Urban (Weber, Davis, Salt Lake, and Utah Counties) – 69.7%
  - Rural (All Other Counties) – 30.3%
- Hiring in 2021
  - Urban – 57%
  - Rural – 43%

## Telework Expansion

- Current telework totals – Approximately 55% of total staff
- Increase of 800 positions for telework

# Employee Retention Strategies●

## Maternity Leave

- Utah Code 63A-17-511
  - Three weeks granted by Utah Code
  - Three additional weeks provided by DWS through “Other Administrative” Leave

## Attending to Mental Health – Executive Order

- Person employed by the state's executive branch provided four hours of administrative leave

## Years of Service Recognition

- 5 Years = \$50
- 10 Years = \$100
- 15 Years = \$150
- 20 Years = \$200 + \$200 addition = \$400 Total
- 25 Years = \$250 + \$250 addition = \$500 Total
- 30 Years = \$300 + \$300 addition = \$600 Total
- 35 Years = \$350 + \$350 addition = \$700 Total
- 40 Years = \$400 + \$400 addition = \$800 Total

# Compensation ●

We have increased the starting pay of some jobs to attract talented / qualified applicants. While this helps, it also creates compression with existing staff that are paid below the market rate.

Workforce Services also remains a large front-facing division, providing customer access points to in-person services and support across the state; limiting both telework and rural hiring.

We believe these stated strategies need to be supplemented with proper compensation.

# Compensation and Compression ●

Classification Title	FTEs	Median Distance from Market	% Increase
Claims Examiner II	33	-15.6%	5.0%
Executive Secretary	13	-32.1%	15.0%
Financial Analyst III	11	-31.0%	15.0%
Insurance Compliance Specialist	30	-24.7%	10.0%
Rehab Supervisor / Program Specialist	28	-16.8%	5.0%
Rehab Counselor I	34	-25.8%	10.0%
Research Consultant I	10	-21.0%	10.0%
Research Consultant II	6	-10.6%	5.0%
Research Consultant III	5	-28.1%	10.0%
Senior Impairment Specialist I	12	-18.1%	5.0%
WSS I	315	-17.5%	5.0%
WSS II	779	-6.7%	5.0%
Workforce Services Supervisor	77	-21.3%	10.0%

# Governor's Proposal ●

Targeted

Discretionary

Performance-Based

Compensation, supplemented with effective employee retention strategies, will support our ability to continue to hire and retain the talented staff needed to administer these incredibly complex and critical programs